

EXHIBIT 2135

to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

DOCUMENT

PLACEHOLDER

This document was produced in native format.



Candidate Generation

Human Resources Operations Review
December 12, 2006

Traci Wicks
Jeff Jacobs

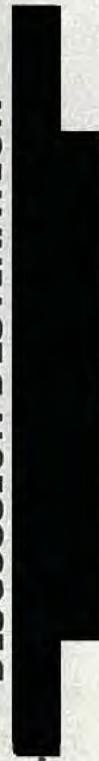
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Agenda

- What's Important
 - Context for Candidate Generation
 - Business Case
- How are we doing?
 - Positioning ourselves for Success
 - Metrics
- Priorities to Improve ... Discussion

DISCUSSION DESTINATION

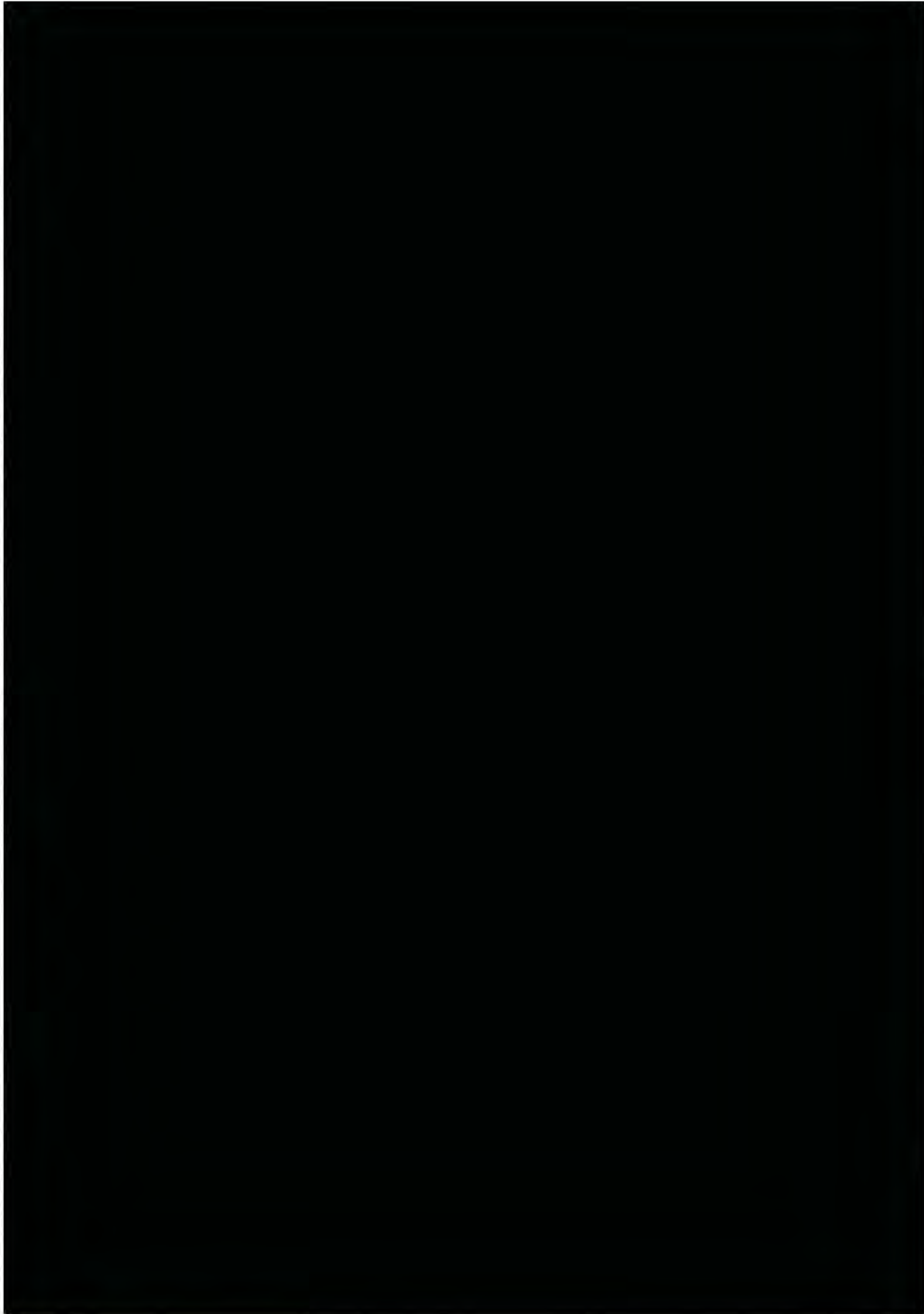


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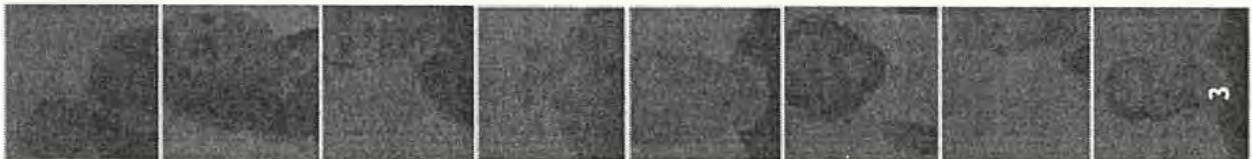


What's Important ... Context



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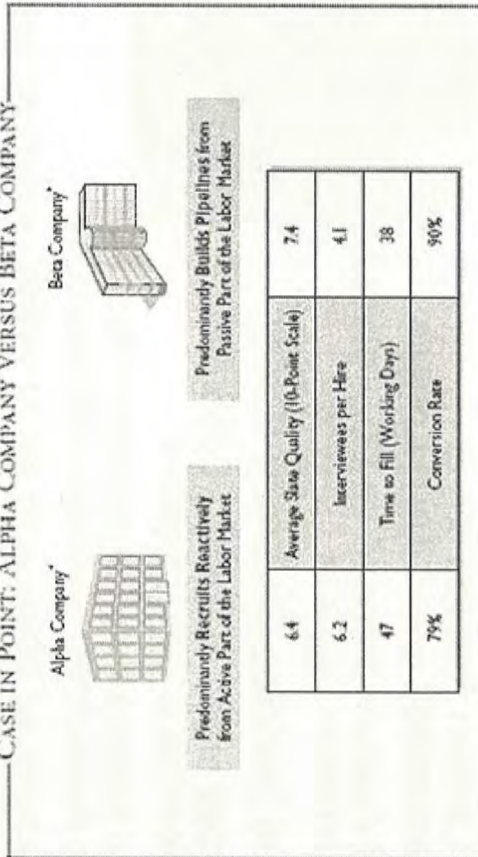
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Business Case ... Passive Talent & Candidate Generation

Passive Candidates...

- ...reported 2% higher performance levels than active candidates.
- ...expand the pipeline accounting for 55% of the labor pool.
- ...over 50% more likely to stay with their new organization than active ones.
- ...consider fewer organizations and receive fewer offers than active candidates.

CASE IN POINT: ALPHA COMPANY VERSUS BETA COMPANY



**Higher quality, fewer interviews per hire,
shorter time to fill, higher conversion rate**

*Source -
Recruiting

Roundtable '06
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Positioning Ourselves for Success



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2006

How are we doing? ... Hires by Aggregate Source

	Q1 FY2005		Q1 FY2006		Q1 FY2007	
Source	Hires	%	Hires	%	Hires	%
Source Aggregation						

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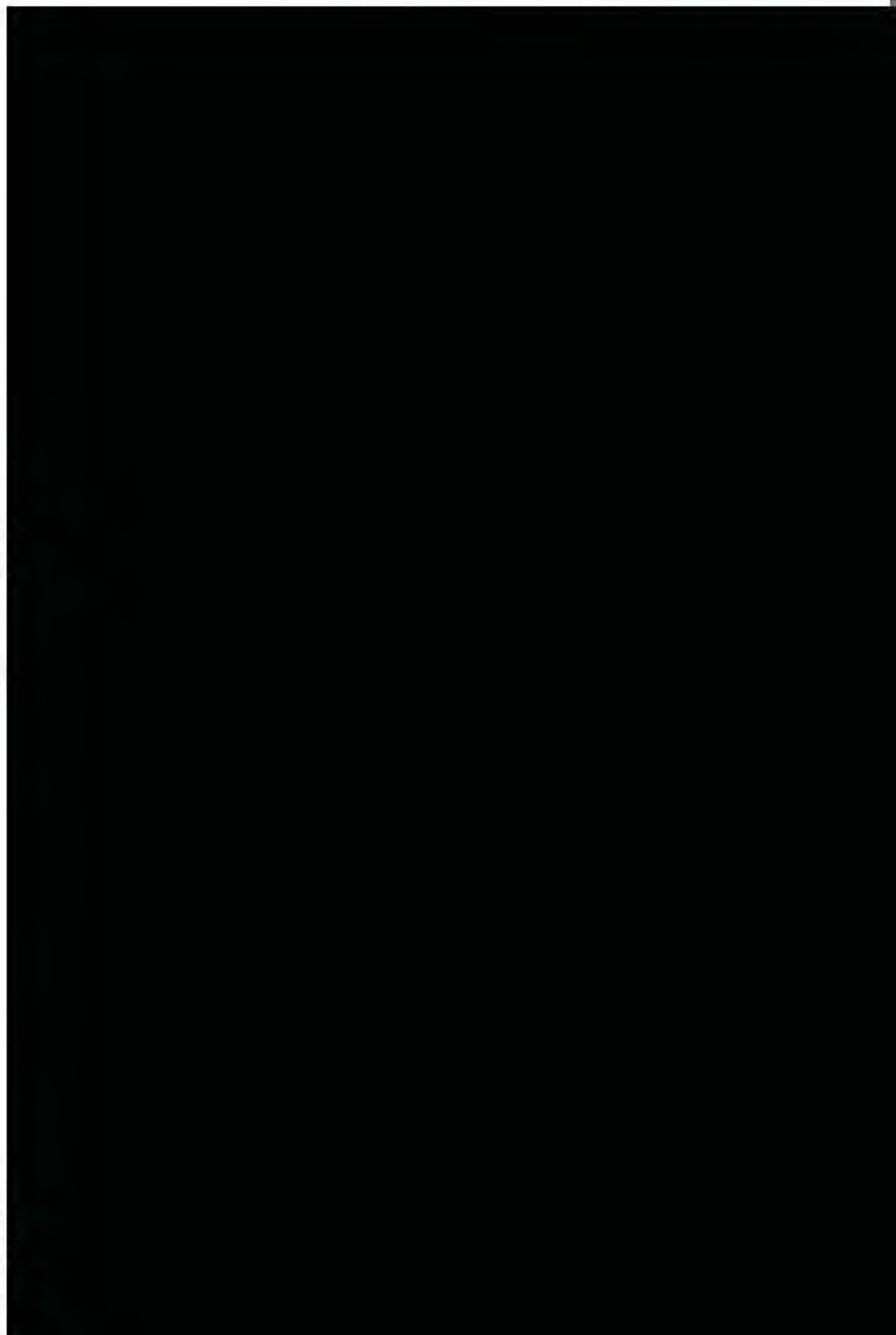
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Priorities to Improve ... Discussion

From:

To:



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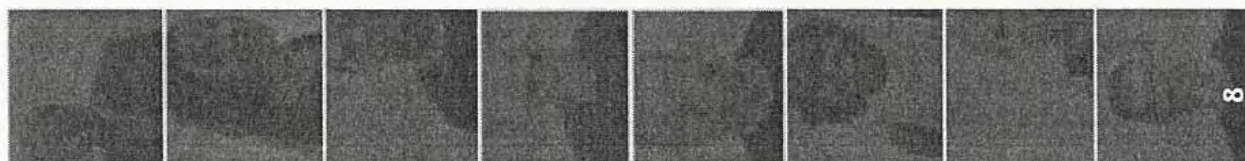
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Appendix



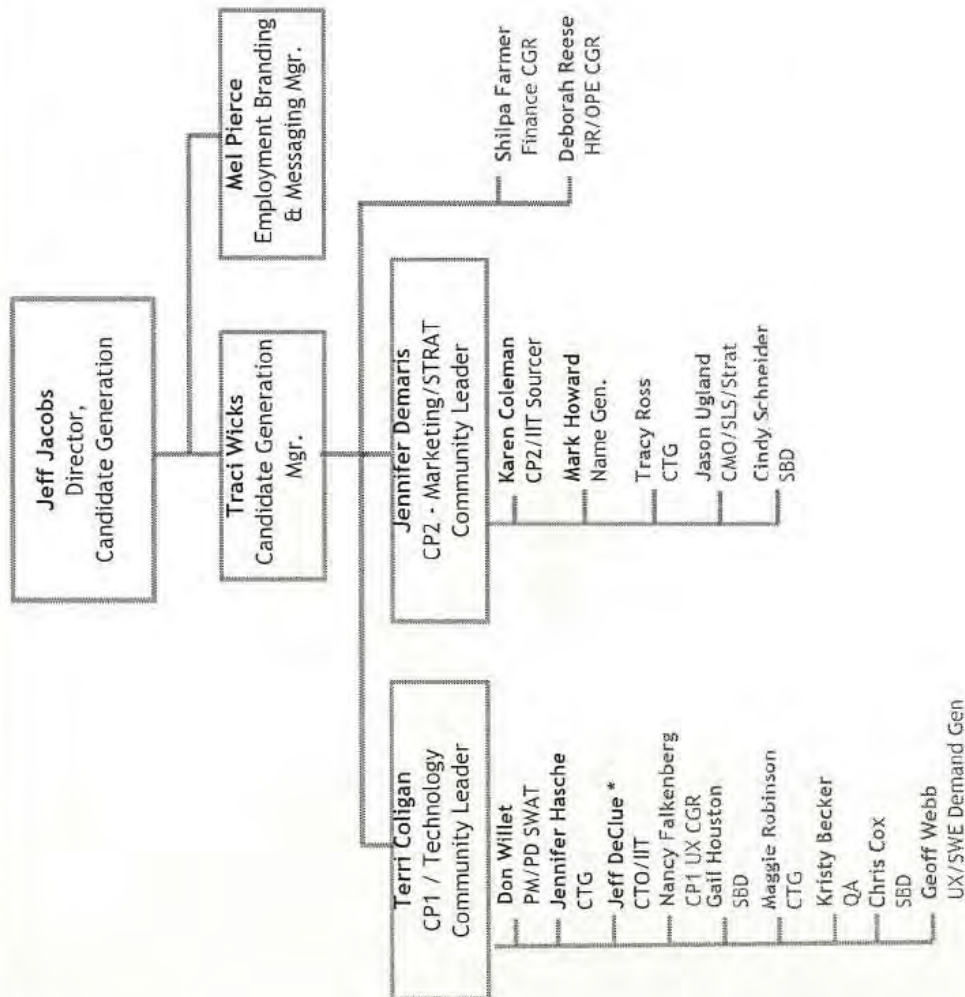
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CanGen Organization

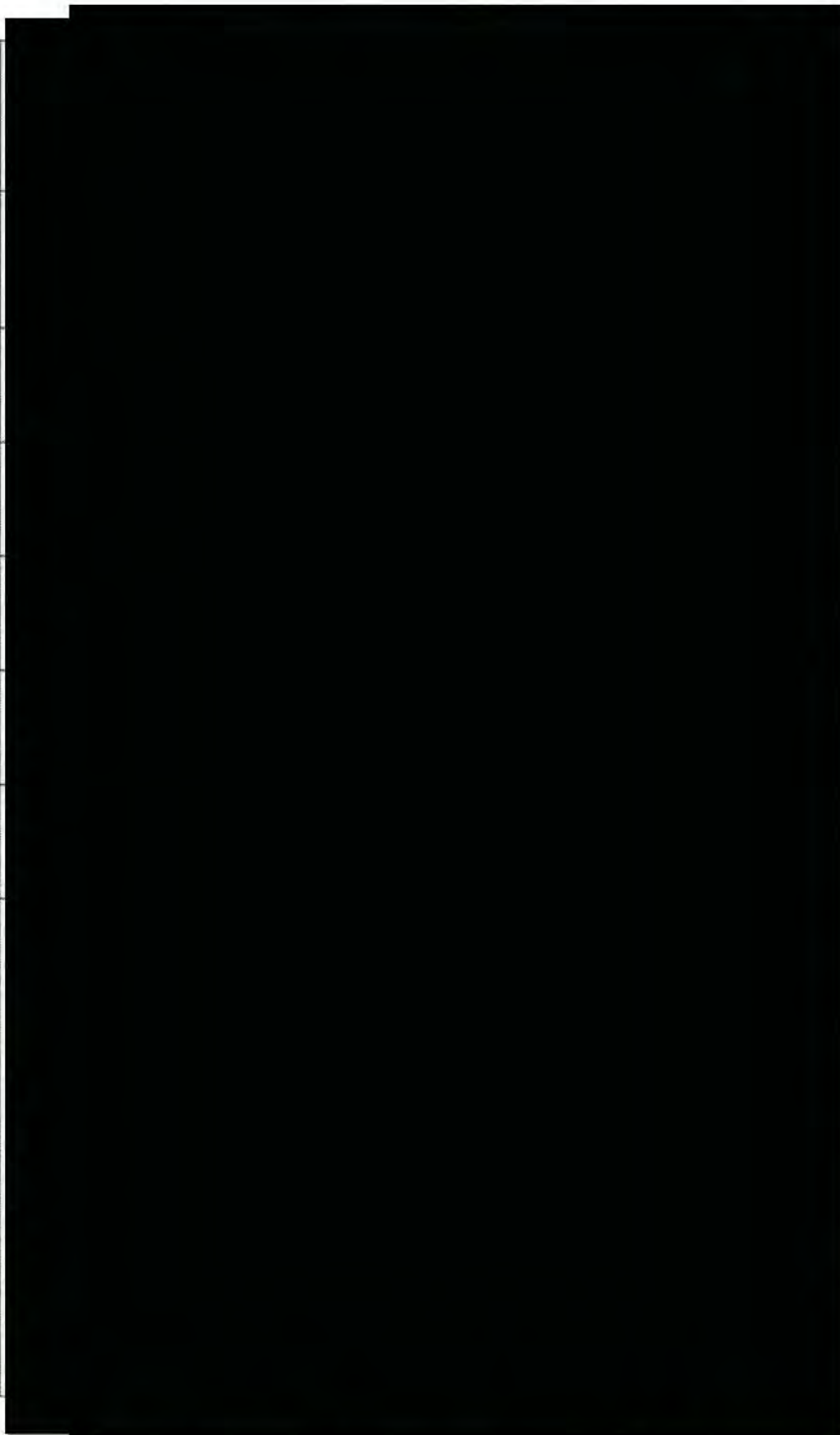


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Q1 FY07 Hires ... "Pro" vs. High Volume

FY2007 Aggregate Source Hires (August-October)



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CanGen FY07 Spend



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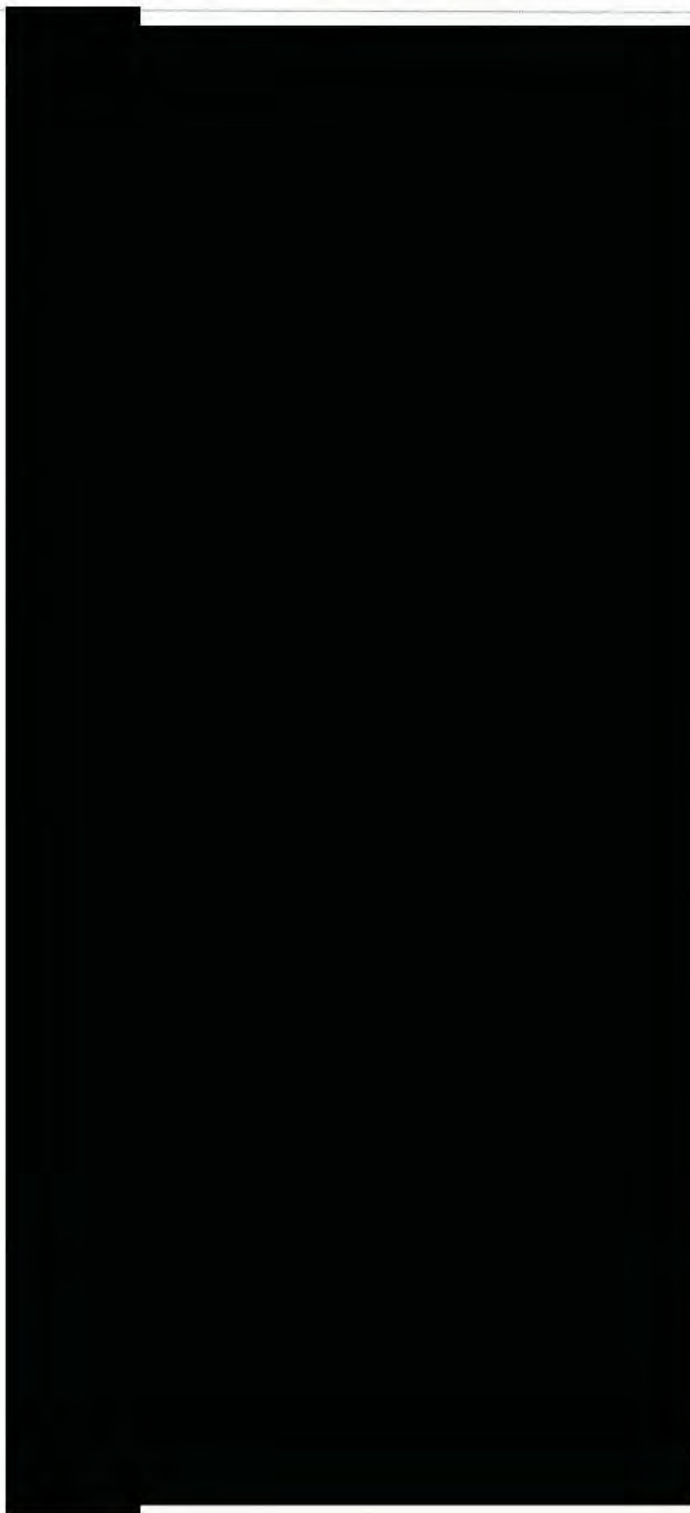
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Stuff we don't need
but aren't ready to get rid of yet



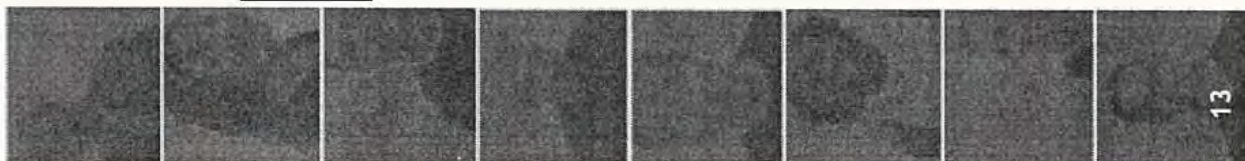
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Pipeline Health



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Priorities to Improve ... Discussion

Big Y: The identification and engagement of the best resources available

Key Goals	Progress to Date
	
	
	



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How are we doing? ...

Hires by Aggregate Source

	Q1 FY2007			Q1 FY2006			Q1 FY2005		
	TOTALS	%	CG vs. Other	TOTALS	%	CG vs. Other	TOTALS	%	CG vs. Other
Source Aggregation									
CGR Sourced, Advertising, Internet/Job Boards, Events, Intuit Careers site									
Employee referral									
Agencies									
College Recruiting									
Internal Transfer									
Recruiter Source									
Conversions (Ctr, Sea)									
Other - Unknown									
TOTALS									

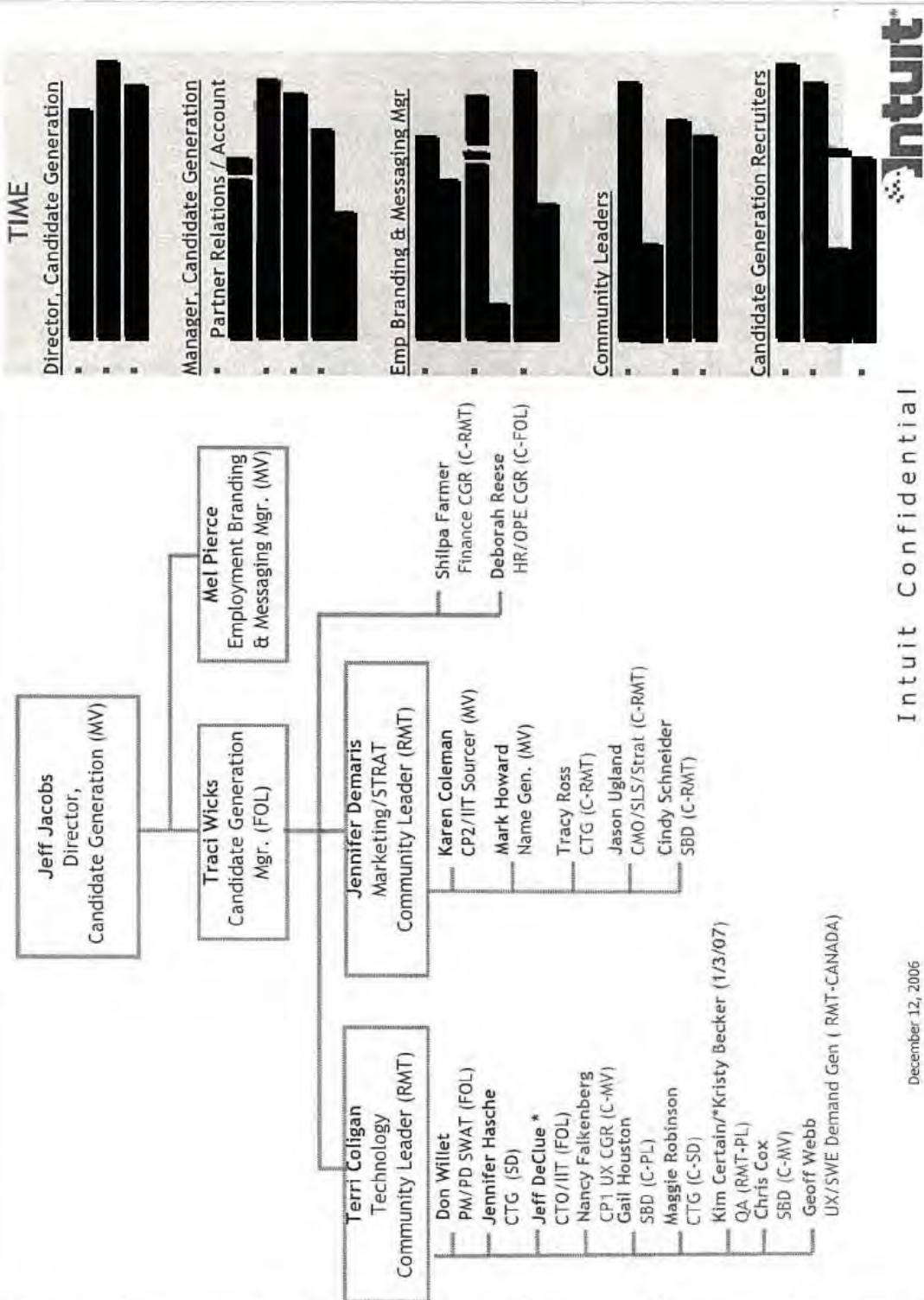
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How are we doing? ...

Org Structure & Time Allocation



How are we doing? ... Candidate Generation Delivery Model

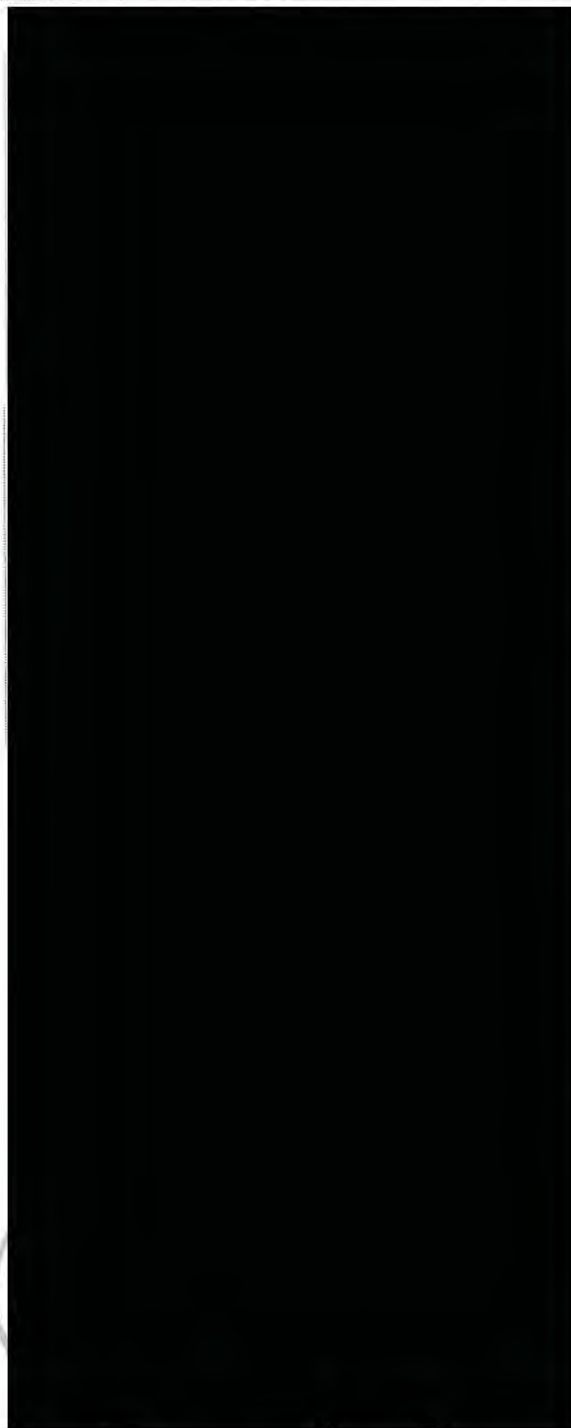
Identification and engagement of the best resources available



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What's Important ... TA Focus Areas



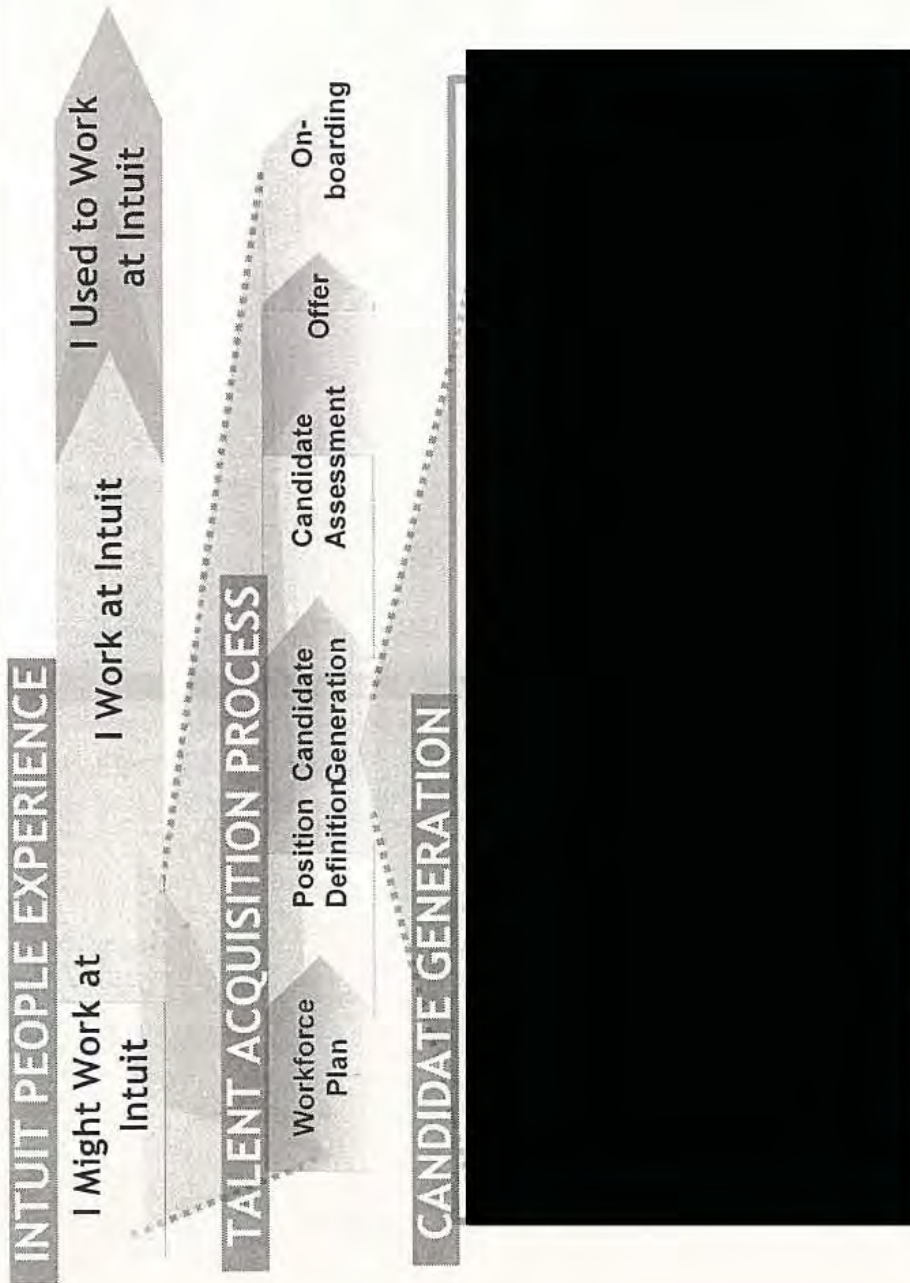
Help Intuit to greater business results

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What's Important ... Context



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Candidate Generation

Big Y: The identification and engagement of the best resources available

Key Goals	How we are doing	Priorities to Improve
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]



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From M2...Candidate Generation

Big Y: The identification and engagement of the best resources available

Key Goals	Progress to Date
<p>1. [REDACTED]</p> <p>2. [REDACTED]</p> <p>3. [REDACTED]</p>	<p>1. [REDACTED]</p> <p>2. [REDACTED]</p> <p>3. [REDACTED]</p>
<p>1. [REDACTED]</p> <p>2. [REDACTED]</p>	<p>1. [REDACTED]</p> <p>2. [REDACTED]</p>
<p>1. [REDACTED]</p> <p>2. [REDACTED]</p>	<p>1. [REDACTED]</p> <p>2. [REDACTED]</p>
<p>1. [REDACTED]</p> <p>2. [REDACTED]</p>	<p>1. [REDACTED]</p> <p>2. [REDACTED]</p>

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A TALE OF TWO COMPANIES

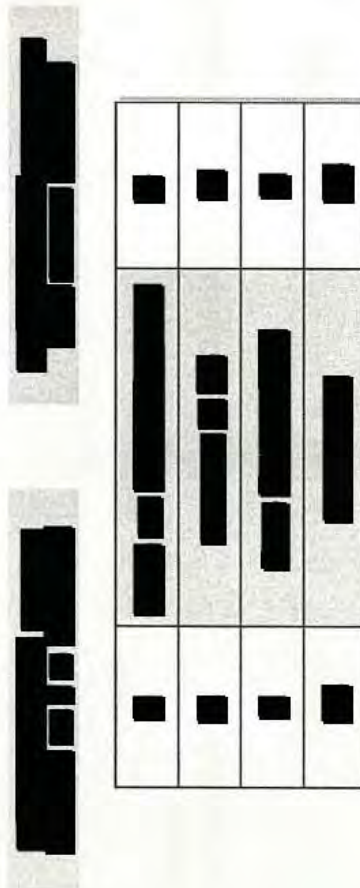
Proactive recruiting organizations are substantially more effective and efficient

CASE IN POINT: ALPHA COMPANY VERSUS BETA COMPANY

Alpha Company*



Beta Company*



Source: Proactive Recruiting, Roundtable "Building Talent Pipelines" Survey, Proactive Recruiting Roundtable research.

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BETTER, FASTER, CHEAPER (REALLY)

Organizations are investing
in talent pipelines...

...to drive slate quality...

...and improve core recruiting metrics

Direct Outcomes

Ultimate Outcomes



Source: Recruiting Roundtable "Building Talent Pipelines"
Survey: Recruiting Roundtable research.

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Benefit #4: Less Competition for Passive Candidates

THE REAL PAYOFF: LESS COMPETITION

The more passive the candidate, the fewer the competitors for talent

Talent Competition

By Degree of Job-Seeking Behavior



Source:

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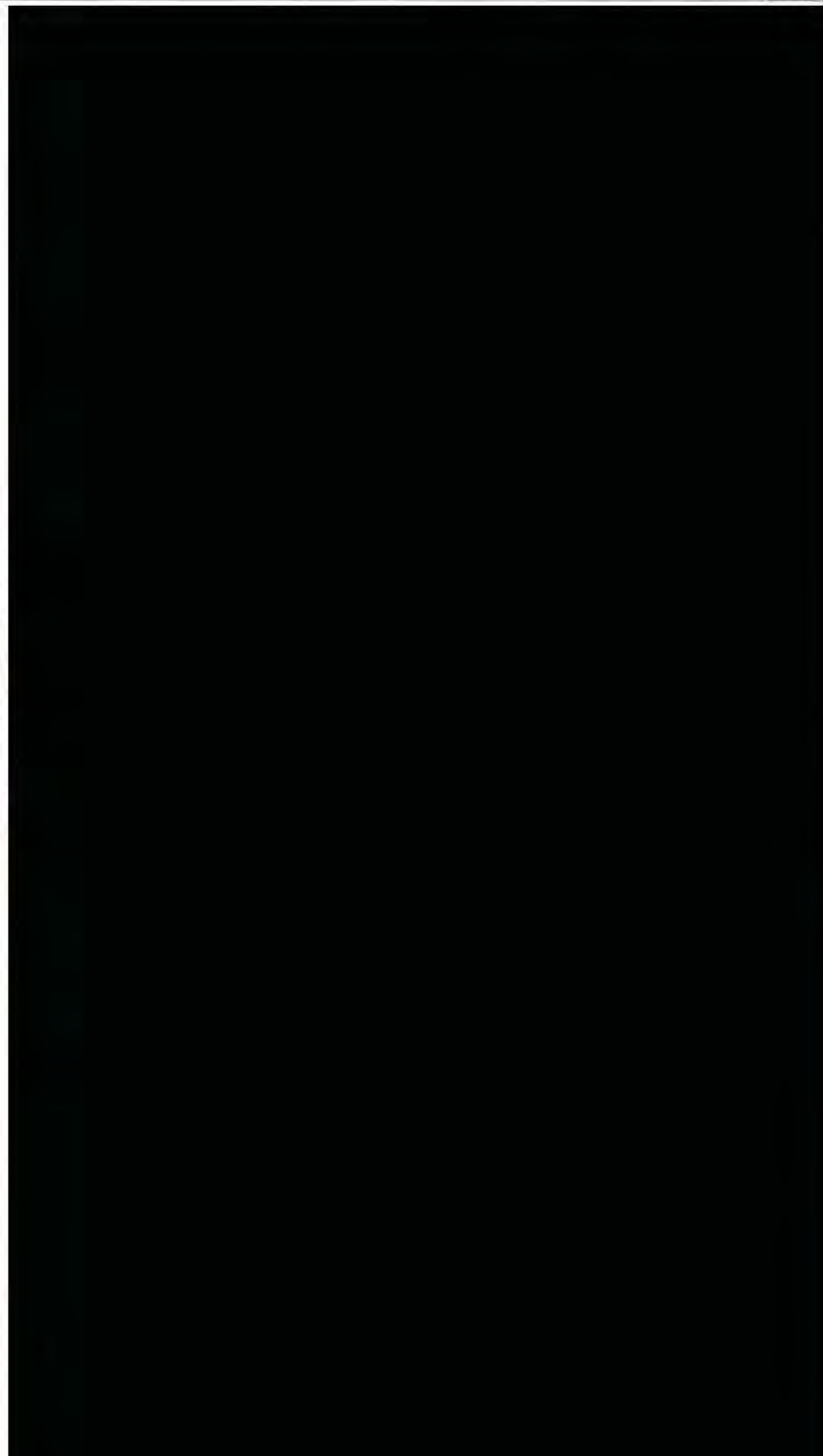
Benefit #3: Passive Candidates Stay Longer

PASSIVE = (SIGNIFICANTLY) MORE LIKELY TO STAY

Candidates who were more passive in their job search are more likely to stay at their new organizations

Impact on New Hire Intent to Stay

By Degree of Job-Seeking Behavior

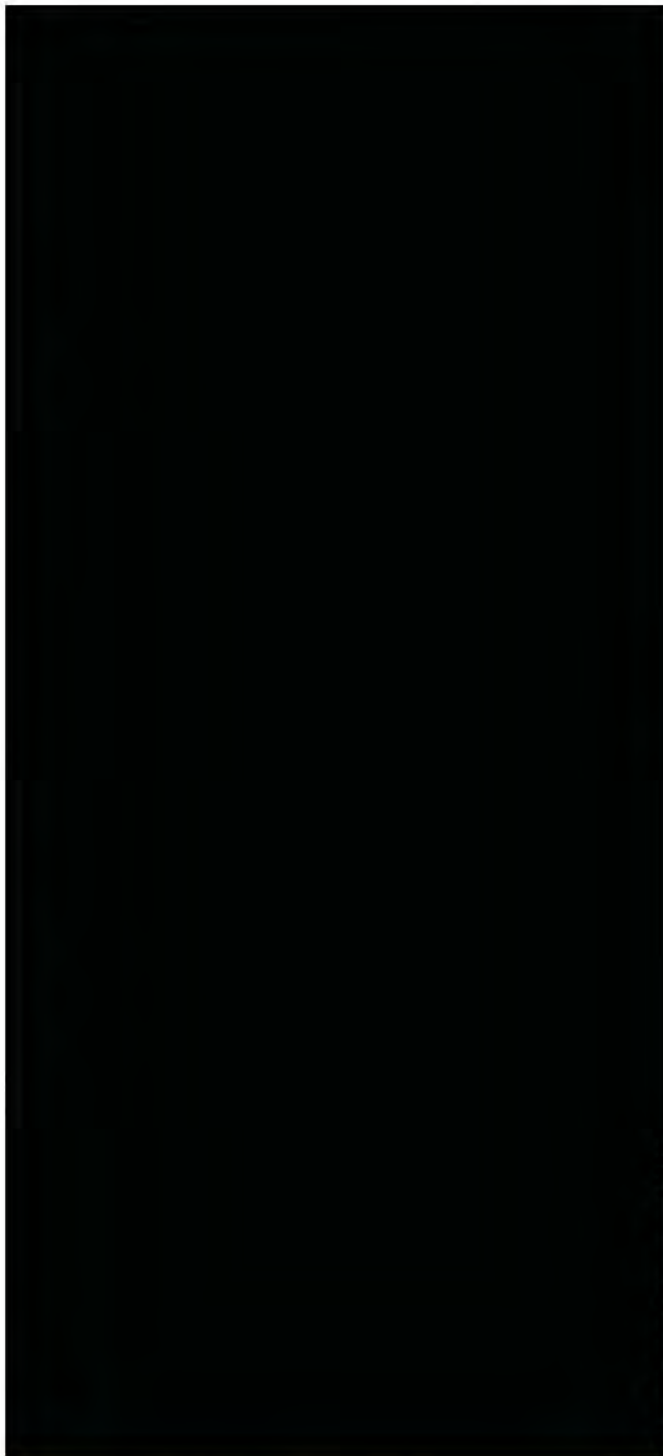


Source:

Benefit #2: Passive Candidates Perform Slightly Better

PASSIVE = (SOMEWHAT) HIGHER PERFORMING
On average, passive candidates perform slightly better than active candidates

Impact on New Hire Performance
By Degree of Job-Seeking Behavior



SOURCE: MANPOWERGROUP'S TALENT SURVEY

(2006)

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Benefit #1: Larger Pools of Talent

CASTING A WIDER NET

Roundtable analysis reveals a surprising spectrum of job-search behaviors in the labor market

Labor Market Distribution



Source: Burning Roundtable "Building Talent Pipelines"
Survey/ Burning Roundtable research.



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What's Important?

Intuit: What We're Solving For:

Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders in the current period while building the foundation for a stronger future



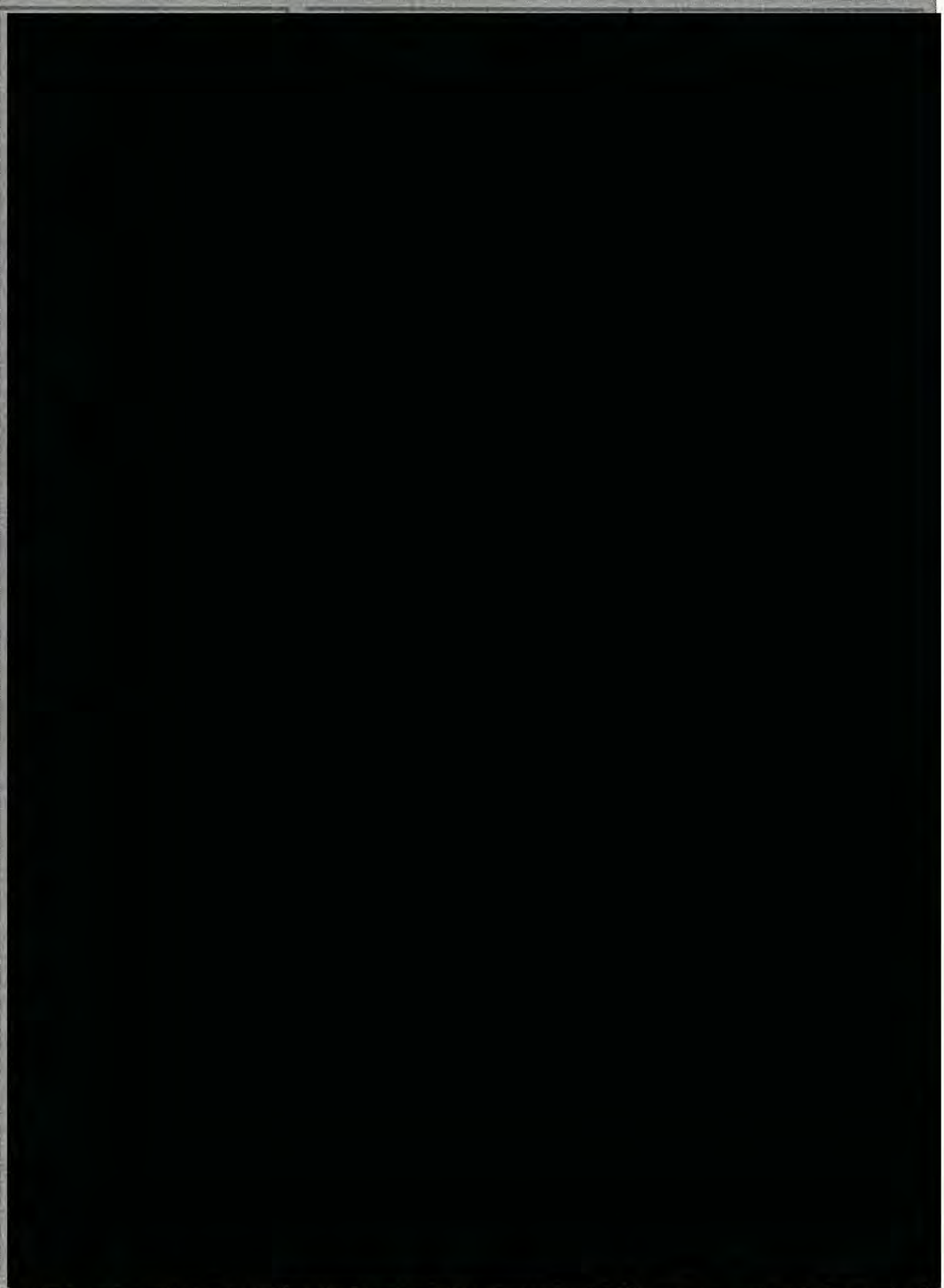
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Candidate Generation- Sourcing

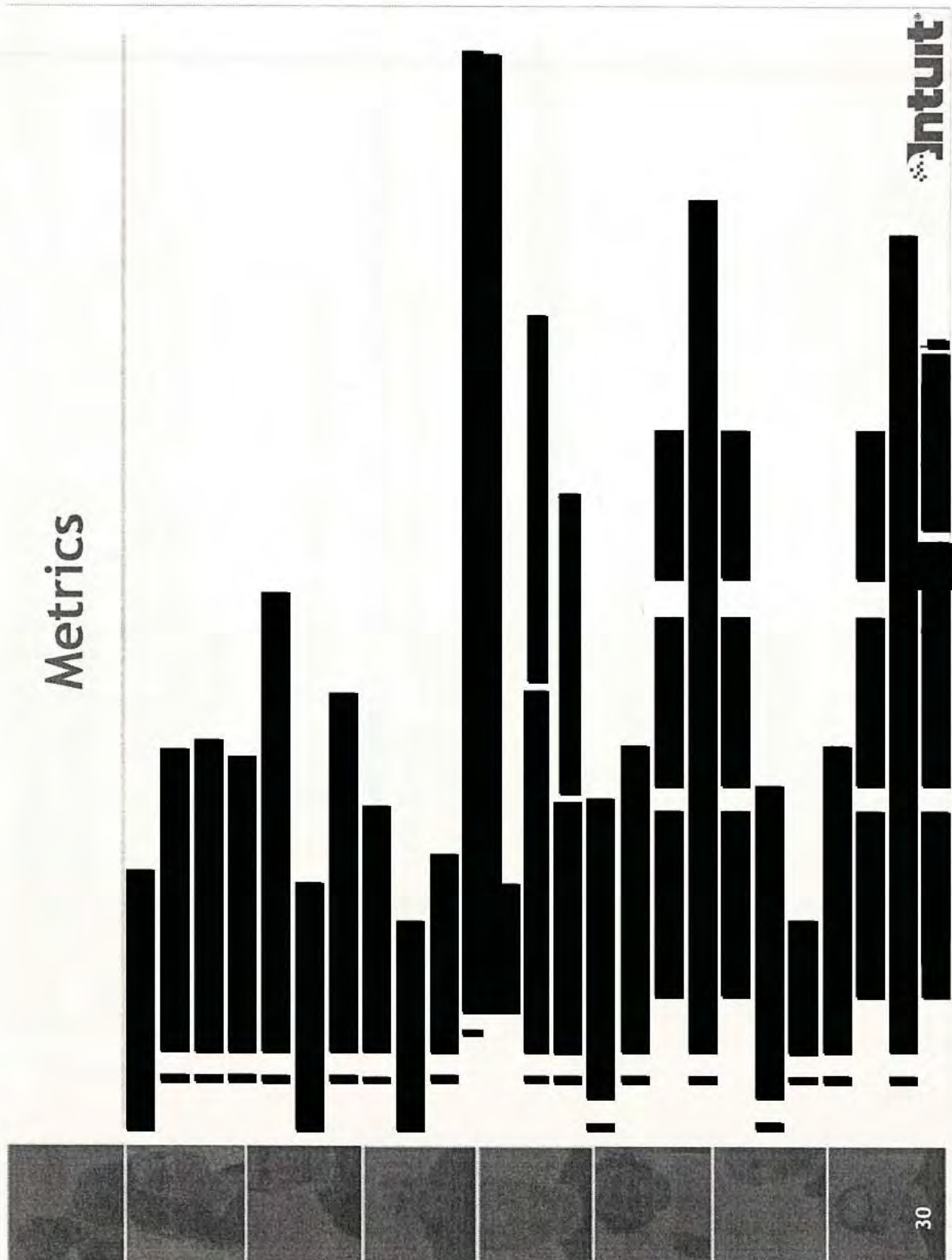
Delivery Model — use analogy of “product support tiers” for consumers



Portfolio Framework

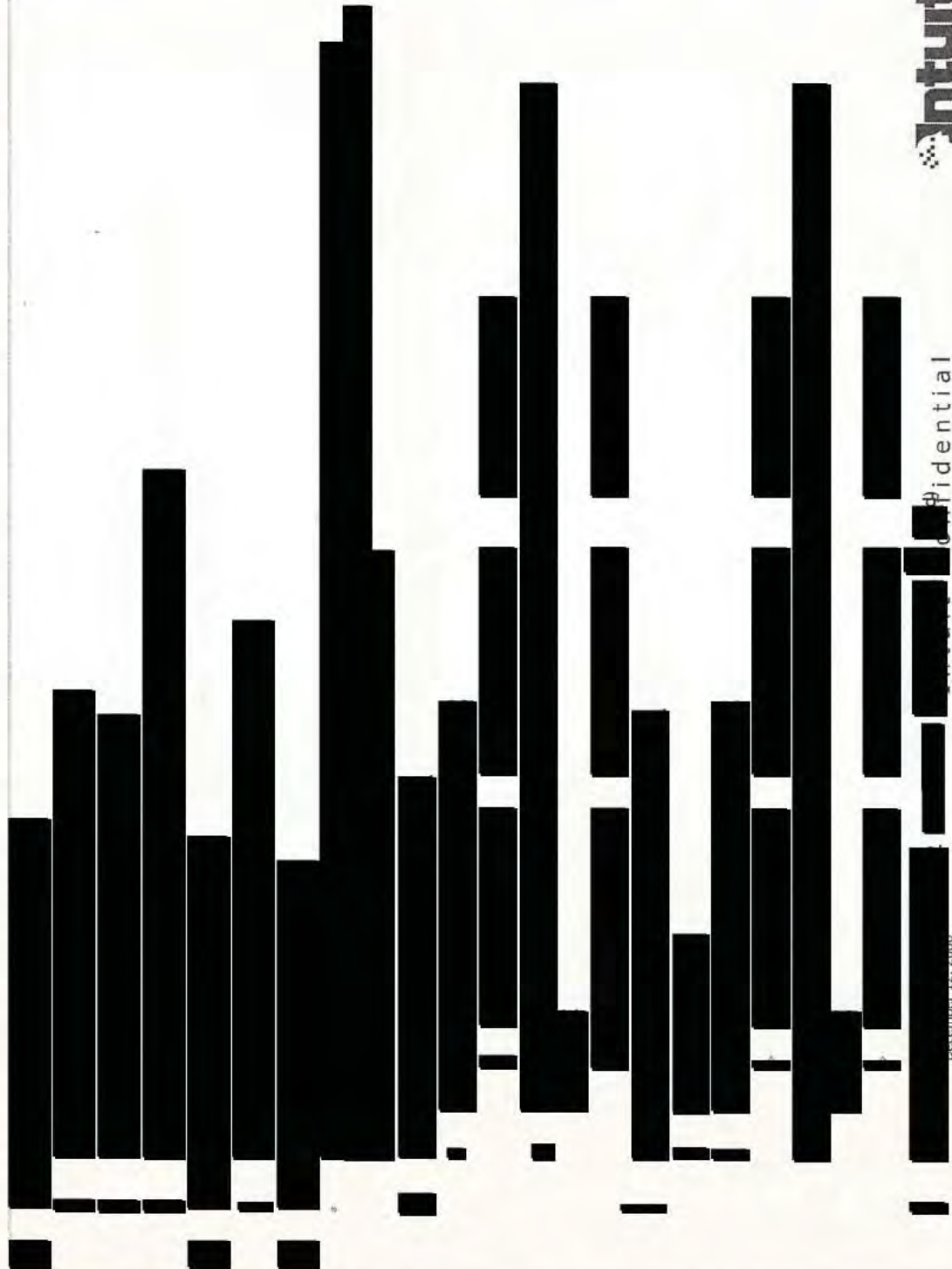
Resumes Framework

Tools Framework



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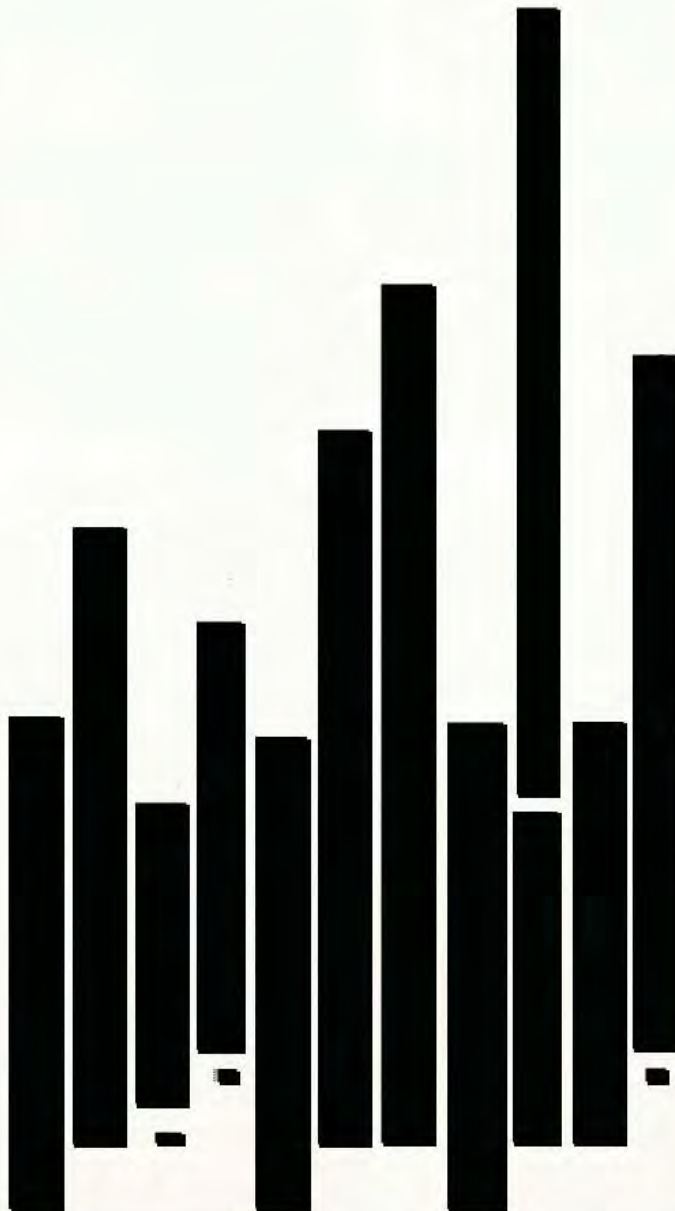
Candidate Generation Sourcing OPS Metrics



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more first impressions

Future Metrics



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Talent Acquisition Strategic Overview

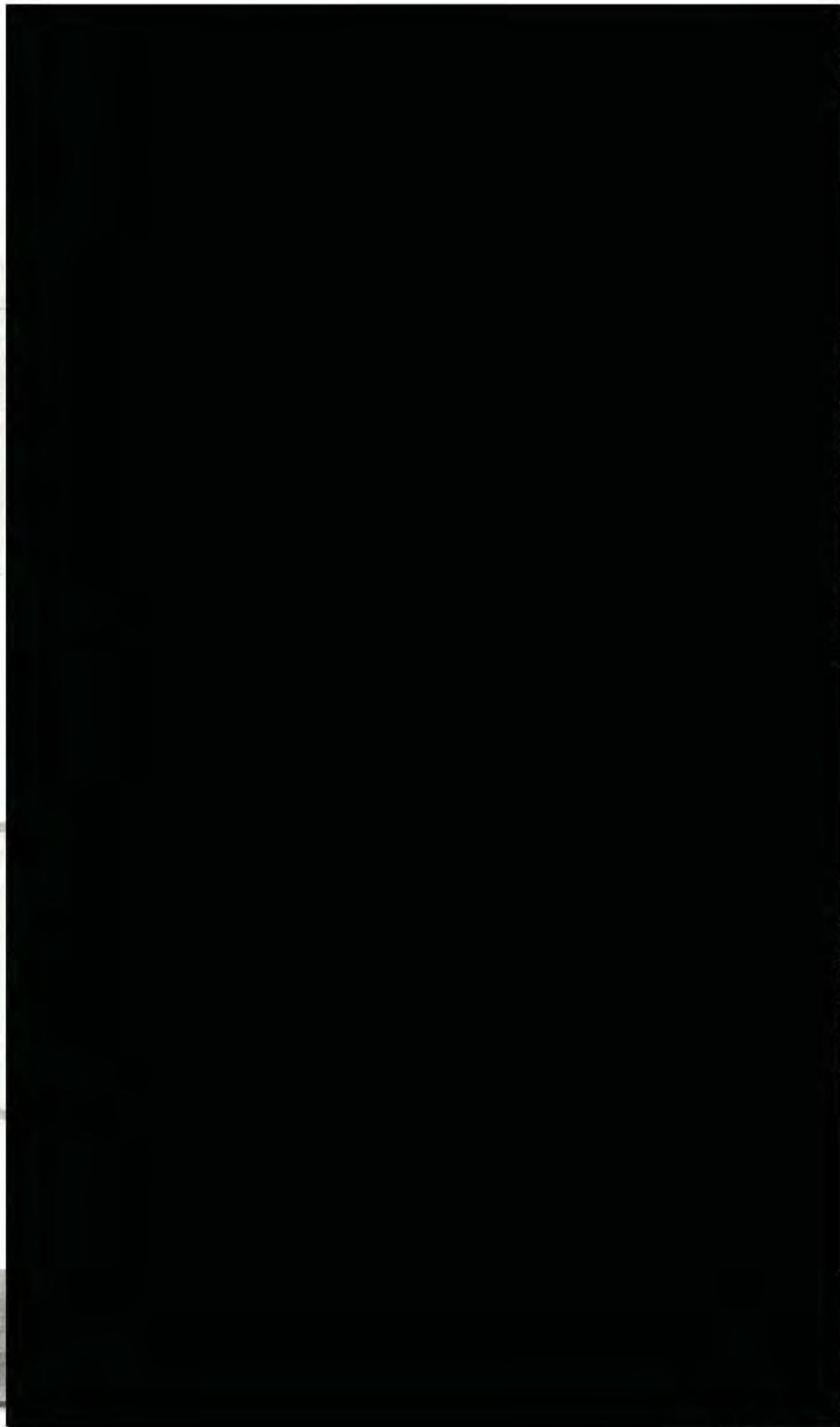
On-boarding

Offer

Candidate
Assessment

Candidate
Generation

Position Definition



anult®

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From M2...The Talent Acquisition Vision - 2010



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Candidate Generation, Sourcing OPS

WHO we are: *The Candidate Generation Team is a group of candidate development experts that are passionate about identifying and qualifying talent, building talent pools and communities, and creating a WOW experience for prospects.*

WHAT we do: *Create experiences which deliver the right engaged talent where and when we need it.*

HOW we do it: *By providing "world class" sourcing resources that can be leveraged across the entire company!*

People Resources

Systems/Tools

Candidate Generation Programs

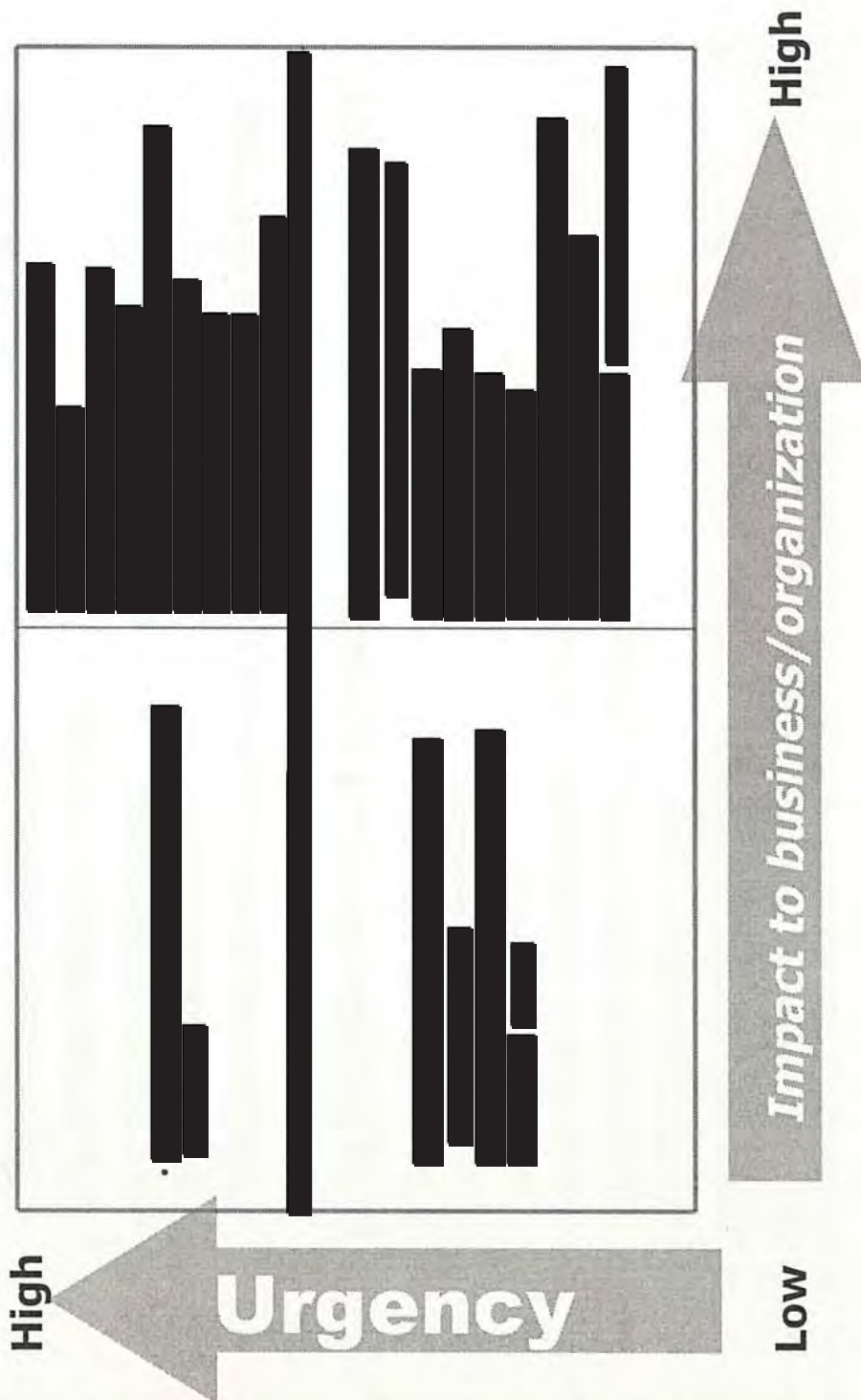
Excellence in Candidate Generation: Training & Best Practices

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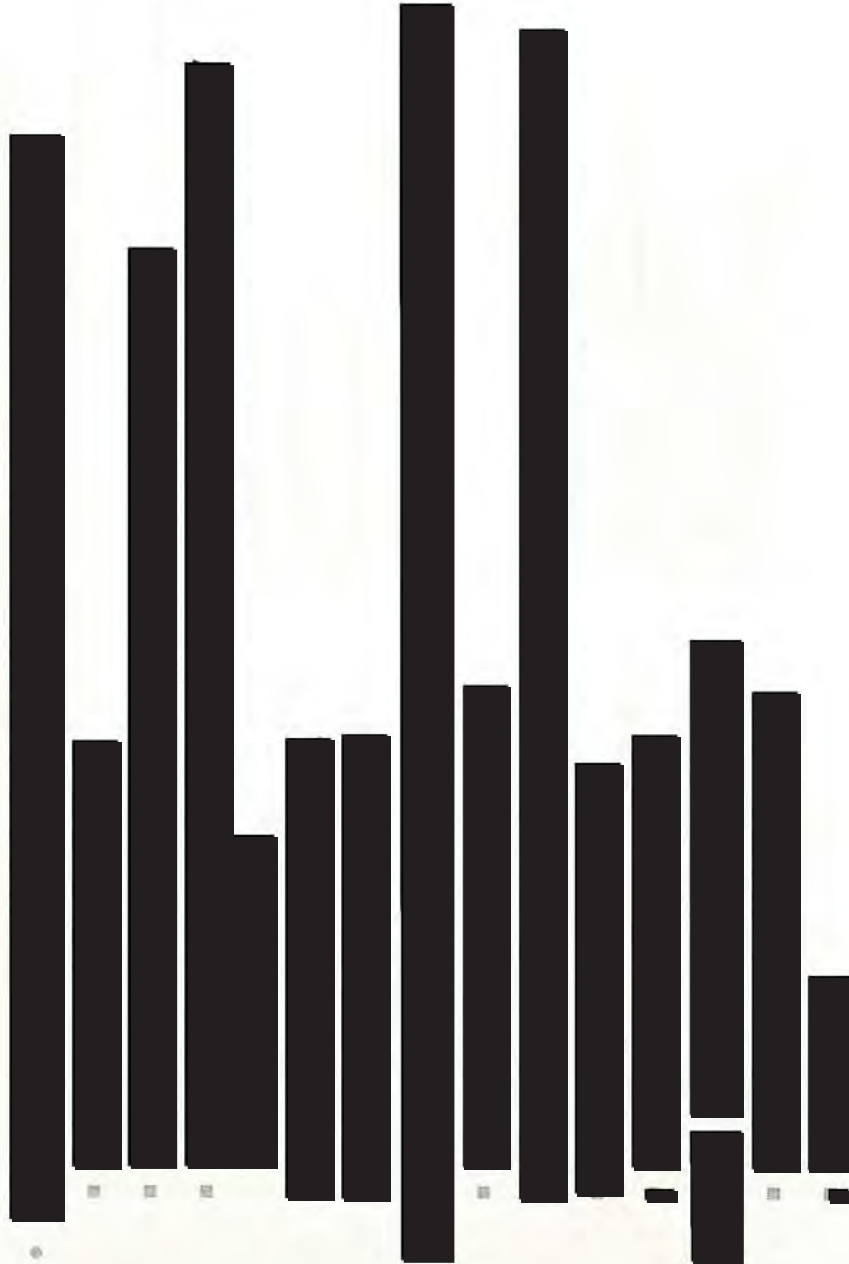
Time ... Our most valuable resource



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Sourcing Operations



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Employment Messaging / Candidate Experience



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Talent Pool Development & Raising our Capability

- Talent Pool Development



- Raising our capability...leveraging trends



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Up to February

[REDACTED]

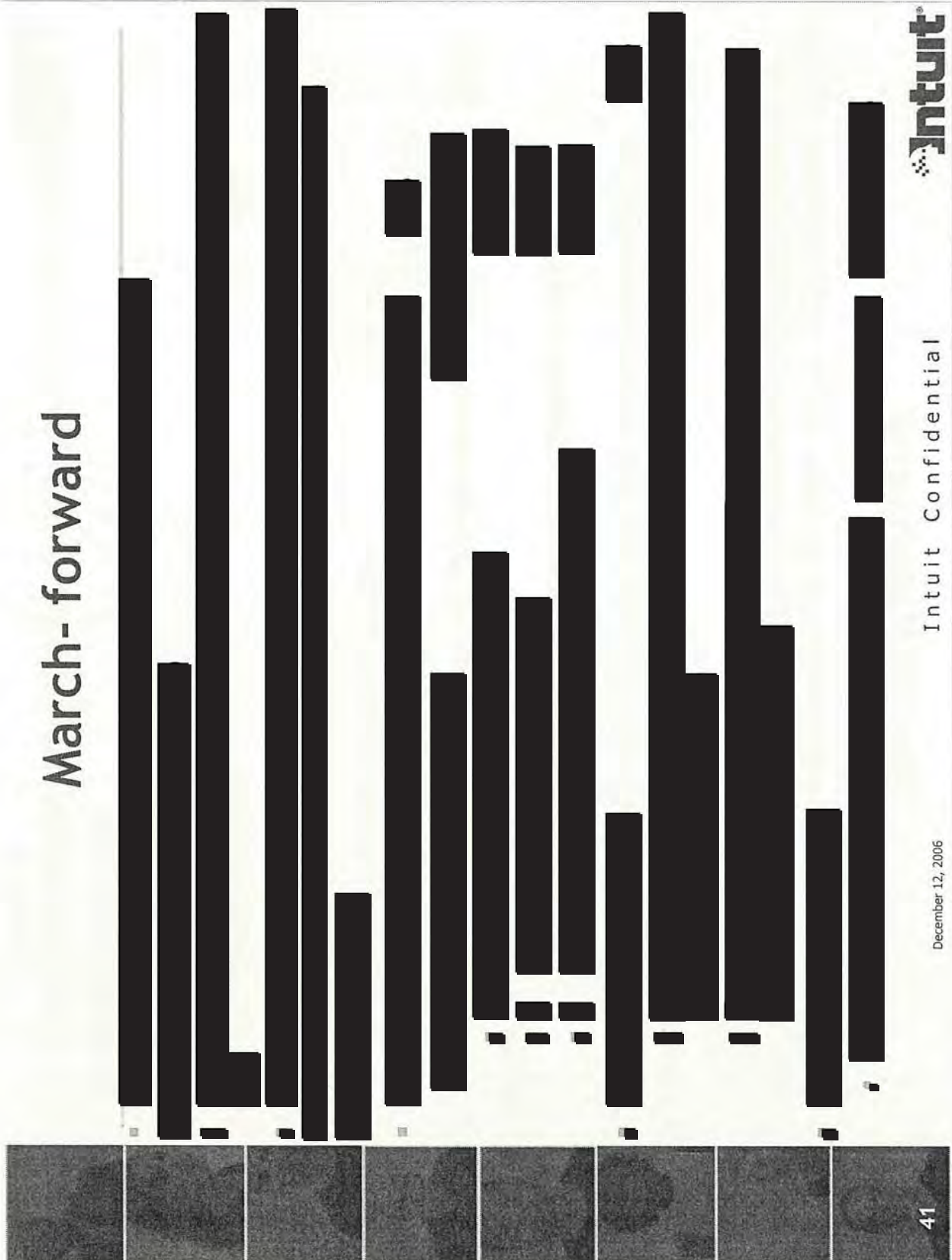
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March-forward



Can Generation Driven Social Networking

Events YTD: (since November on)

[REDACTED]

Social Networks Successfully Built:

[REDACTED]



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Candidate Generation Email Campaigns

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]



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Name Generation Projects:

Name Generation Specialist: Mark Howard

Name Generation databases for:

[REDACTED]

1. *Journal of Management Studies*, 1990, 27, 1, 1-14.

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100

Training Launched: May 4th

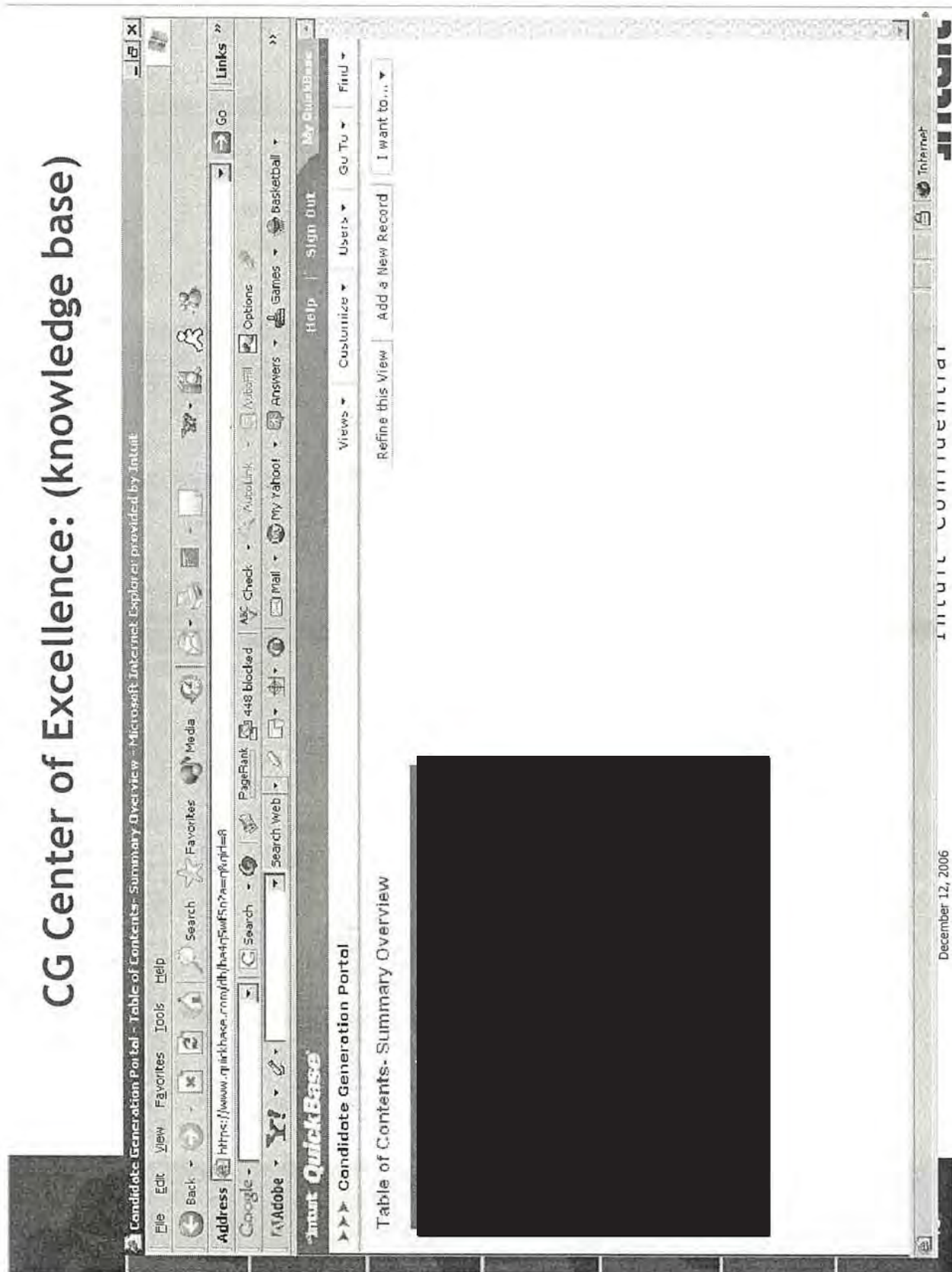
We are currently piloting PILOT:

- Creating and executing on user test scenarios
- By 6 mos we should be able to dump all of our

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המחיר

CG Center of Excellence: (knowledge base)



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